

BEFORE THE ETHICS COMMISSION
FOR THE STATE OF TENNESSEE
AT NASHVILLE

IN RE: Novo Nordisk, Inc.

Respondent.

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No. 2008-97

CONDITIONAL ASSESSMENT ORDER

This matter came on to be heard informally by the Commission on October 28, 2008 at its regularly scheduled meetings. Commission staff presented documentation indicating that Respondent failed to timely pay the employer registration fee as required by Tenn. Code Ann. § 3-6-302(e).

FINDINGS OF FACT

Documentation on file with the Commission shows, and the Commission finds, as follows:

1. Registration. Respondent Novo Nordisk, Inc., registered as an employer of a lobbyist on January 9, 2008.
2. Employer Registration Fee. Novo Nordisk, Inc. had a duty under the Tennessee Comprehensive Governmental Ethics Reform Act of 2006 ("Act") to pay an employer registration fee for each lobbyist retained no later than thirty days from registering.
 - a. As of February 11, 2008, Novo Nordisk, Inc. had not paid its employer registration fee.
 - b. On April 10, 2008 and July 8, 2008 emails were sent to Novo Nordisk, Inc. informing them of their failure to pay and the possible results of this action.
3. Notice of violation. On August 21, 2008, the Commission sent Novo Nordisk, Inc. by certified mail, return receipt requested, a notice that the Commission intended to consider at its October 28, 2008 meeting assessment of civil penalties against Novo Nordisk, Inc. for failure to timely pay the employer registration fee required by Tenn. Code Ann. § 3-6-302(e).
 - a. The notice set forth the allegation, the maximum amount of civil penalties that could be assessed, the date, place, and time of the meeting, and Novo Nordisk's opportunity to participate in an informal proceeding at the meeting either by appearing personally or by submitting a sworn statement and documents.
 - b. In response to the notice, Novo Nordisk, Inc. paid its registration fee on September 2, 2008.

4. Show Cause Hearing.

- a. On October 7, 2008, Novo Nordisk, Inc. filed with the Commission a letter apologizing for the failure to timely pay the employer registration fee and requested leniency in the consideration assessment of civil penalties.

CONCLUSIONS OF LAW

The Commission concludes that Novo Nordisk., Inc had an obligation under the Act to timely pay the employer registration fee required by Tenn. Code Ann. § 3-6-302(e), failed to do so and had no "good cause" for such failure to timely pay. The Act authorizes the Commission to administratively assess civil penalties in an amount up to seven hundred fifty dollars (\$750.00), if an employer fails to timely pay, without good cause. Tenn. Code Ann. § 3-6-306 (a)(1)(iii).

The Commission considers the complete failure to respond to the warning and notice concerning the failure to timely pay to be significant. The Commission has taken steps through training, website postings, and notices to help employers of lobbyist to come into compliance with the Act. More than a year and a half has passed since the filing requirements of the Act became effective. The Commission finds that the Novo Nordisk, Inc. did promptly pay its fees upon receipt of the Show Cause Notice and also sent a notarized letter of apology from its Director of Government Affairs. Accordingly, the Commission finds that Novo Nordisk, Inc. should be assessed a civil penalty of four hundred dollars (\$400.00).

This assessment cannot become final until after respondent has been afforded an opportunity for a notice and a hearing. Tenn. Code Ann. § 3-6-107(8). Respondent's failure to participate in the informal assessment process is without prejudice to its rights to a contested case hearing under the Uniform Administrative Procedures Act, Tenn. Code Ann. §§ 4-5-101—4-5-325.

CONDITIONAL ORDER

It is therefore ORDERED that a civil penalty in the amount of four hundred dollars (\$400.00) is assessed against the Novo Nordisk, Inc. for failure to timely pay an employer registration fee.

It is further ORDERED that the Executive Director shall issue this order and file it in the Commission's offices.

It is FURTHER ORDERED that this order shall not become final if respondent files a timely request for reconsideration of petition for a contested case hearing.

It is further ORDERED that the Executive Director shall cause to be provided to the respondent, by either personal service, certified mail return receipt requested, or overnight delivery, a copy of this order, and notice of the following:

Respondent's right to seek reconsideration of this order by filing with the Commission, within fourteen (14) days of this order, a written request for reconsideration in the form set forth in the notice;

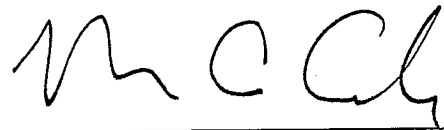
Respondent's right to initiate a contested case proceeding by filing with the Commission, within thirty (30) days of this order, a petition for a contested case hearing in the form set forth in the notice; and

That in the event of failure to timely file a request for reconsideration or a petition for a contested case hearing the order shall become final and may form the basis for legal action to collect the civil penalty.

SO ORDERED.

Issued this 5th day of November, 2008

TENNESSEE ETHICS COMMISSION

A handwritten signature in black ink, appearing to read 'MCC', is written over a horizontal line.

By: _____

Bruce A. Androphy,
Executive Director